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The nose of an inflatable half-

Aviation Management Systems, Inc.

Posted by: [admin](#) on Wednesday, July 16th, 2008

Aviation Management Systems, Inc. Announces Changes In Its Senior Management Team

Portsmouth, NH ([PRWEB](#)) May 13, 2005 — William J. Quinn, Jr. Chairman and Chief Executive Officer of Aviation Management Systems, Inc. (AMS), announced today that he will be stepping down as CEO of AMS to pursue other aviation and personal interests.

AMS is a highly regarded business and commercial aviation consulting firm that was founded by Mr. Quinn in 1983. Mr. Quinn will be succeeded by Stephen E. Maloney, a three year veteran of the company who has served as its President for the past two years.

In addition, H. Lee Rohde III, who recently joined AMS as Vice President of Global Business Development, will be replacing John Contas who recently left AMS to form Aerius Aviation Capital Partners, Inc. in partnership with Siemens Financial Services.

Mr. Quinn will remain on the board of directors of AMS and will participate in a consulting capacity with the companys general consulting practice. I am very excited about our new **management** team and I am looking forward to their continued success in the days ahead," said Mr. Quinn.

About Aviation Management Systems, Inc. (AMS)
 AMS provides a range of consulting products and services to aviation lenders, manufacturers, the insurance and legal communities, and operators of turbine powered business jet aircraft. The company has inspected, appraised and evaluated in excess of 15+ billion dollars worth of aircraft since 1983. For more information on the companys products and services go to www.amsconsultants.com.

Author: K Abbott

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Time Management - Working Smarter at Work

scale model of a NASA F/A-18 in front of the NASA Aeronautics exhibit points skyward as a host of hot-air balloons ascend at the 2010 International Balloon Fiesta in Albuquerque, N.M. Image Credit: NASA/Jay Levine [Read More](#)

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Posted by: admin on Wednesday, July 16th, 2008

Let's look at your time **management** skills. Most of us have to work, and the more you can do in the least amount of time, the better. Working smarter frees you up so that not only do you have a job, but you have a life too!

Getting Back To Basics

The most useful "little helper" for business people must surely be the daily To Do list.

You have a couple of choices:

Write your list in the morning, as the first task at the commencement of your working day.

Step back a bit and take the time to do it before you finish up the night before - as your final flourish for the day. This helps to free your mind so that you don't take your work home with you. Instead, you just leave it there to stew, all by itself, until you arrive next morning to take up the reins.

Write It Down

Effective time **management** means writing things down so you don't waste your time worrying about what you've forgotten.

Avoid trying to create a To Do list in your head. It must, must, must be written down. And then left somewhere highly visible, such as your desk top. That's why I suggest writing it in your diary, so you can juggle it with your other commitments.

An effective To Do list will almost always be updated during the day. It is not a static document. As your priorities alter with each crisis, your list will be a work in progress.

First of all, don't be unrealistic. Steel yourself to list only the achievable projects and activities. If you are unable to complete a task on the designated day, simply transfer it to the next day or another suitable time in your diary. Look at the daily To Do list as the map that keeps you on track.

When you have written your list in the diary, go back and number each item in order of importance. Then, you can simply start with No. One and work your way through.

Your Work Book

In our busy working lives today, we are bombarded with so many different distractions that it is sometimes difficult to keep track of everything that's going on, particularly if you work in an open-plan office.

Instead of recording on scraps of paper or sticky notes all the zillion thoughts that pass through your mind during these stressful periods, use an inexpensive spiral note book. Anything of importance that you write down can then be found again at a later date. Use it as an adjunct, or a companion, to your diary and as a great memory jogger.

You'll find using a Work Book will help you focus your thoughts, remind yourself of past conversations and save time as you'll no longer have to search for all those "back of envelope" notations.

Taming the Telephone

Murphy's Law of Telephones and Deadlines means that when you are really pressed trying to complete a project on time, the telephone will take off, with a mind of its own.

The pro-active person will rejig their answering message to say something like this: "Hi, it's Joe Bloggs. I'm unavailable right now however if you leave a message stating what your call is about, and the best time to phone you back, I'll get in touch later in the day."

On the other hand, if you have someone working with you who can screen your calls (lucky you) word them up to give a similar message. Asking what the call is about will help you assemble any relevant information before you call back. This will enable you to better plan your day, to return all calls sooner and more effectively.

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Keep your time **management** systems simple because the simpler they are the more likely you will use them. Doing the basics will help you work smarter, not harder.

Have a great week!

Lorraine Pirihi

About the author:

Lorraine Pirihi is Australia's Personal Productivity Specialist and Leading Life Coach. Her business The Office Organiser specialises in showing small business owners and managers, how to get organised at work so they can have a life! Lorraine is also a dynamic speaker and has produced many products including "How to Survive and Thrive at Work!"

To subscribe to her free ezine visit <http://www.office-organiser.com.au>

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INSYSTEK® Announces New IT Management Update

Posted by: [admin](#) on Wednesday, July 16th, 2008

*Leading IT **management** provider releases new version of IT **management** software, simplifying the **management** of networked systems.*

Topeka, KS ([PRWEB](#)) July 30, 2005 — INSYSTEK, the leader in Agentless IT **management** software, today announced the new look of the INSYSTEK® NSMC, their flagship product that enables system audits, software distribution and performance monitoring capabilities for both servers and desktops.

The NSMC is our most comprehensive systems **management** solution in the range of Agentless IT **management** products that we provide" explained Alex Turner, CEO of INSYSTEK. We are pleased to be able to offer the latest version to our customers that includes a number of significant feature enhancements and additions. The NSMC is a tool that allows administrators to powerfully manage their environment from a single console, enabling the consolidation of systems **management** process into a one, integrated single-vendor **management** solution as oppose to many different tools a lot of organizations are using today to perform the same **management** functions."

The latest release encompasses the full range of INSYSTEK® solutions, and these include INSYSTEK® Inventory Manager (auditing), INSYSTEK® Control Center (auditing, software distribution), and the INSYSTEK® NSMC (auditing, software distribution, performance monitoring). The complete range of **management** solutions provide administrators with the ability to easily perform system audits, software distributions and monitor their networked environment (servers and desktops) for real time performance and availability data. INSYSTEK® IT management solutions do not require the installation of an agent on the remote system in any way.

The INSYSTEK® NSMC is the top tier in the range of Agentless IT management solutions, and is a comprehensive management solution for the Windows environment that enables

real time performance monitoring capabilities, as well as software distribution and the discovery, auditing and management of remote systems on a network. Among the many features that INSYSSTEK® NSMC 4.0 has to offer organizations are the monitoring of servers and desktops for real time performance and availability data, processes, event alerts, software distribution, security update deployment, software tracking, license compliance, software usage, historical tracking, and change management – with all data stored in a central database repository for quick and easy access to critical data as when its needed.

About INSYSSTEK

INSYSSTEK, Inc. has established itself as a leader in Agentless IT management software, supplying solutions that enable system auditing/inventorying, software distribution/removal, and server performance & availability monitoring capabilities to clients in business, government, education and healthcare in the United States, Canada, United Kingdom and South Africa.

More information on INSYSSTEK and the full range of INSYSSTEK Agentless IT management solutions, including free trial versions, can be found at www.insystek.com or by sending an e-mail or calling toll free 1-877-467-9783.

Author: Greg Youatt

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GTI Risk Management and Pioneer Technology Form Strategic Alliance

Posted by: [admin](#) on Sunday, July 13th, 2008

Detroit, MI ([PRWEB](#)) August 4, 2004 — GTI RiskManagement (www.gtiriskmanagement.com) announced today a strategic alliance with Pioneer Technology (www.pioneertechnology.com) to target fraud, embezzlement, in-depth auditing requirements and regulatory compliance review to further support a growing client base of small business, government agencies and Fortune companies. Our experiences with the professionalism and unequalled expertise of the engineers and principals at Pioneer combined with the analytical, investigative and legal support GTI provides will allow us to identify the most complex fraud and embezzlement schemes, address internal concerns and controls, and help each client demonstrate best practices in regulatory and audit matters at all times," said Greg George, President and CEO of GTI. Greg further added that the scientific research abilities and advanced technical knowledge of Pioneer staff in forensic examination, laser optics, biometrics, and providing IT security penetration testing and resulting solutions, are the best results oriented group of people he has ever worked with spanning his more than 30 years of government agency and security consulting experience.

About GTI:

GTI Risk Management is a Michigan based professional research and risk consulting firm that has been assisting the legal and business community resolve complex business, due diligence, security and liability concerns since 1962. GTI has office locations in Sault Ste. Marie, Detroit and Ann Arbor, Michigan. For more information about the company and services, please visit www.gtiriskmanagement.com or call 906-635-1992.

About Pioneer:

Pioneer Technology with main offices located in Howell, Michigan, provides the highest quality technical and analytical security support and IT engineering solutions available. Pioneer has a long history of supporting small business, large corporations, the intelligence

community and other government agencies, and has an international client base. For more information on the company and services please visit www.pioneertechnology.com or call 517-546-2855.

About Franklin Frith (PR Contact):

Franklin Frith - www.frith.cc - increases sales, opportunities and exposure through business development, business intelligence and Internet communications. 810-627-9892

Contact:
Franklin Frith or Joyce Oberlin
GTI Risk Management
810-627-9892 or 906-635-1992

Author: Franklin Frith or Joyce Oberlin

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Debt Management Advice: Help You In Reducing Your Debt Burden

Posted by: [admin](#) on Sunday, July 13th, 2008

You are completely seized within for your several debt burdens. These debts burden are staggering on your mind all time and baffling you continuously. You are unable to reach any conclusion, as your financial condition is tight and you are unable to pay the debts. You might have also irritated with unending debt burdens even after repaying it consistently. At that time, you need a specific advice to fight with your adverse situation. Now, you are helped with debt **management** advice that advises you for the best alternative and help you erasing your debt burdens easily.

Debt **management** advice can niche a plan to reduce your debt burden effectively. Assessing your credit situation and financial condition it can devise specific plan for you. Many agencies are providing debt **management** advice in the market and can be contacted offline and online both. Starting from the traditional banks and financial institution to several expertise agencies are working for your debt **management**. With the help of online method you can access a number of services providers that offer debt **management** advice at affordable cost.

Through debt **management** advice your outstanding debts are lowered effectively. The key process in this is to replace all your previous debt with a new one. This new loan carries a comparatively lower interest rate to that all of your previous debts. Thus, you have to now repay single installments for several of your previous debts with diverse interest rate. The key process of debt **management** is to lower your existing cost and make you capable on your exiting financial condition.

Debt **management** advice works to provide you with required help for your credit situation so that you can keep away from debt in future also. Considering your current financial condition these agencies can suggest or even arrange a specific loan plan for your solution. For that they can charge a certain fee or even work on the percentage.

Debt **management** advice not only helps you lowering your current debt burden, but it can also help you in your bad credit situation. In time when you have CCJs, arrears, defaults, IVAs etc., debt management can help you access the required financial assistance easily.

Debt management advice can certainly be an imperative solution when your outstanding debts have become unaffordable to your financial condition. Any delay in that condition can adversely affect your economic condition. When facing multiple debts, you need expert services which you can get with debt management advice.

About the author: Gracie Bishop is associated with UK Debt Consolidations. His articles helps you to find debt consolidation loans even if you have poor credit history. For more information about Debt Management Advice, personal debt consolidation loans, debt management, loans, unsecured debt consolidation loans visit on <http://www.ukdebtconsolidations.co.uk/>

Author: Gracie Bishop

Management Span of Control and The Power of Models

Posted by: [admin](#) on Sunday, July 13th, 2008

There isn't a steadfast rule in determining a proper Management to Staff ratio. However, there are some guidelines that can assist in establishing a ratio that allows Upper Management to efficiently assess and evaluate a department, department managers to efficiently assess and evaluate employees. And a company to create benchmarks to gauge and define a model ratio that works best with their business model.

First you should define the roles and responsibilities of Management, Supervisors and non-supervisory employees. Here are some suggestions:

Define a Manager:

A Manager has the responsibility for strategic operations, planning and formulates company policy or directs the work of a department. Exercises supervisory authority that is not merely routine or clerical in nature and requires the consistent use of independent judgment.

Additional Related-Duties may include:

Administers one or more policies or programs of a company,

Manages, administers, and controls a local branch office of a company,

Has substantial responsibility in human resources **management**, company-to-public or company-to-employee relations, public information, or the preparation and administration of budgets.

Examples of working titles that are often managerial include: Chief Executive Officer, Chief Operations Officer, Chief Administrative Officer, Division Director (of a major function, i.e., Information Systems and/or PBX).

Define a Supervisor:

A Supervisor is an employee who has responsibility for daily operations and the authority to do, or effectively recommend, most of the following actions:

Hire,
Discipline (demote, suspend, terminate),
Reward (grant merit increases, promotions, bonuses),
Assign/reassign duties,
Approve leave requests,
Resolve/settle employee relations' problems,
Formally evaluate employee performance.

Examples of working titles that are often supervisory include: Crew Leader, Department Supervisor, Operations Supervisor, Shift Manager, and Clerical Pool Supervisor

Define a Non-Supervisor employee:

A Non-Supervisor employee has the responsibility of performing daily activities as directed by Management and/or a Supervisor.

From time to time, traditional supervisory duties will be relegated to employees. Here are some qualifiers that should assist in determining if a non-supervisory employee should be considered a supervisory employee.

Supervisory Qualifiers:

Is the employee making disciplinary or reward decisions? If yes, then the employee is acting in a supervisory role.

Is the employee the source person for difficult questions and problems from less experienced coworkers? If yes, then the employee is acting in a supervisory role.

Is the employee coordinating the team's leave schedule or work schedule? If yes, then the employee is acting in a supervisory role.

Is the employee presenting project updates to the manager? If yes, then the employee is acting in a supervisory role.

Is the employee responsible only for providing performance data toward the evaluation of team members? If yes, then the employee is acting in a non-supervisory role.

Is the employee responsible for formally evaluating staff assigned to a project but does not grant leave requests, make hiring or general staffing decisions, or discipline or reward employees? If yes, then the employee is acting in a non-supervisory role.

Determining Management to Employee Ratio:

Obviously having too many Managers as compared to employees can bog down the departments' policy process, create confusion in the chain of command, diminish a manager's related duties and can lead to the dreaded micro-managed environment.

Having too few Managers as compared to employees can result in duties being prioritized, not in order of importance, but in order to fulfill extended commitments. This action results in projects being placed on the back burner; delegation of traditional manager duties to less qualified subordinates and skewed performance reports.

Thus, it's important to establish a Management-to-staff ratio that strives to create a balanced and healthy work environment for Managers, Supervisors and Employees.

This is a suggested formula to determine management-to-staff ratios. This formula may need to be tweaked depending on your specific department expectations.

Management-to-staff Ratio = $[N+(S-1)]/S$

where:

N=Number of non-supervisory employees

S=Combined number of supervisors and managers

"S minus 1" excludes the top company executive from being considered a supervised employee. Therefore, for those companies that are directed by more than one top executive, the "S minus 1" should be replaced with "S minus the number of top executives." For example, if your company does not have an executive director, but is directed by three full-time, salaried commissioners, the formula " $[N+(S-3)]/S$ " will be used.

As an example, let's assume that a business has one (1) CEO, four (4) managers of four different departments and employees 25 non-supervisory employees.

The formula would equate to $[25 + 4 - 1] / 5$ or a management to employee ratio of 1 manager for 5.8 employees.

Why is the ratio important?

This is just a guideline to establish a model. The ultimate goal of this model is to maximize efficiency in employee supervision while allowing managers/supervisors to effectively manage. It should be expanded to allow CEO's to collect and interpret related collected metrics about the health of his/her company.

Obviously if you have too few managers/supervisors in the chain of command, then those managers/supervisors will not be able to efficiently and effectively manage the employees or keep pace with written evaluations, schedules and other employee related programs. On the other hand, employees may carry too much responsibility and control too much of the department. These are measurable 'health' factors of your organization.

A wise person once stated "to know where you are, you need to know where you've been." Creating a model and varying it to reach the most efficient and effective management-to-staff ratio for your organization will provide you with valuable metrics and a framework needed to reach that goal. It also allows upper management to judge how new programs effect the health of the company.

In addition to the suggested model, you should track other measurable items and combine them with this general model to create an overview of the health of your organization.

In this scenario a company has defined a starting management-to-staff ratio of 1 to 5.8. By using the 1 to 5.8 ratio as a benchmark, the company collects additional information about its management staff and its non-supervisory employees.

The company assigns a percentage value to managerial written evaluations that are properly submitted and completed on time.

The company assesses the management to employee relationships. It assigns values to the Managers perceived health in his/her department and the employees perceived health in the same department.

The company collects information on management and employee over-turn and assigns a value to the causes given for the exit of its employees.

The company assigns value to employee reward programs. Is the employee just an over-achiever, a great team member or does management empower them?

The company tracks the implementation of new programs and the program's effect on health of the organization.

Using the collected metrics and values the company will start with an initial evaluation of its health and be able to tackle the most problematic areas, then those less problematic areas. The company can then use the historical and current measurements to move toward a goal of efficient and effective management.

This is a short article on the power of models and how they can assist a company in self-assessment and evaluation. There are a number of books and specialist in this area.

* - The formula, $[N+(S-1)]/S$, is mentioned on several US Government sites as the accepted formula for determining the Management to employee ratio.

* - Portions of this article are from government sites related to employee management.

Article by Charles Carter
www.cs2communications.com

About the author:

Charles Carter is an administrator for the Nortel Portal and Vice President of www.pbinfo.com. He has 20 years experience in the telecommunications field, is a software owner/programmer, author of the fictional book "Chaos Theorem" and is currently the President of CS2Communications (www.cs2communications.com) - A Southern Mississippi Telecommunications LLC specializing in Nortel Meridian Programming, Nortel BCM Programming, Cable Plant Installations and Nortel Symposium Programming
Author: Charles Carter

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Debt Management Advice: Help You In Reducing Your Debt Burden

Posted by: [admin](#) on Friday, July 11th, 2008

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About the author: Gracie Bishop is associated with UK Debt Consolidations. His articles helps you to find debt consolidation loans even if you have poor credit history. For more information about Debt Management Advice, personal debt consolidation loans, debt management, loans, unsecured debt consolidation loans visit on <http://www.ukdebtconsolidations.co.uk/>

Author: Gracie Bishop

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How Anger Management Classes Can Help You

Posted by: [admin](#) on Friday, July 11th, 2008

Has someone suggested that you need anger **management** classes? The comment may have irritated or worried you, but it is likely the friend or relative has your best interests in mind and wants to spare you grief from unrestrained anger outbursts. Enrolling in anger **management** classes is no disgrace. In fact, it may be the best thing you could do for yourself. Consider some of the benefits of anger **management** classes.

Advantages of Anger Management Classes

There are many good reasons to sign up for anger **management** classes in your area. Find out if any are currently offered and contact the organization for details. If none are available, contact a local social service agency or support group location, like a hospital or church, to suggest that anger **management** classes be offered. Here are some of the most obvious and useful types of support you may be able to receive:

1. Anger **management** activities. A competent therapist will teach you a variety of strategies for incorporating anger **management** into your lifestyle. Rather than letting irritations build into irrational rages, you can learn to practice several types of anger **management** control that will help you ward off overpowering emotions that threaten to destroy your well being by taking specific steps before your anger grows to dangerous heights.
2. Anger management groups. Your therapist, counselor, instructor, or group leader may organize participants in the anger management classes into small groups. In this arrangement, you can exchange information about the sources of your anger, your particular triggers, and your strategies to date for coping with this overwhelming emotion and the fallout from anger overuse. Learning to interact with others who are struggling with this emotionally debilitating condition, you will come to recognize and appreciate common routes to anger management that are used by many people.
3. Anger management training. Upon enrolling in anger management classes, you will begin to learn more about both the good and the bad emotional uses for anger. You will begin to identify triggers for your emotions, and learn how to redirect inappropriate anger toward suitable targets. Anger management strategies, along with anger management exercises, will be explained so that you can begin using these in your daily schedule. As you begin to benefit from the results of this training, you will probably wish your anger management classes would last longer.

4. Anger management treatment. A trained facilitator who has completed a certain number of volunteer hours involving educational preparation may conduct anger management classes. Or a licensed social worker, therapist, psychologist, or counselor may coordinate your anger management classes. You may want to check the credentials of your class leader to be sure that he or she has the experience and the qualifications to steer you in the right direction.

While anger management classes can provide plenty of help in addressing this important part of your personality and character, you may find it helpful to look at additional sources of information, including websites like [anger-management-information.com](http://www.anger-management-information.com), which offers assistance in several related areas.

About the author:

Steve Hill discusses the subject of anger management classes at:


<http://www.anger-management-information.com>

<http://anger-management-information.com/blog>

Steve also has a website at: <http://www.stammering-stuttering.co.uk>

info@stammering-stuttering.co.uk

Author: Steve Hill

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Dream.... when we really start to build the fulfillment of our thoughts

Posted by: [admin](#) on Thursday, April 24th, 2008

Thought....when we have the first idea of what we want to create

Dream.... when we really start to build the fulfillment of our thoughts

Wishes...when we are starting to wish that our thoughts may really become something

Wants... when we start to want to start working on our thought, ie: our DREAM

Desires...when our personal desires become more on fore thought of our dreams

Planning...when our life becomes involved in really living our dreams

Business planning...when we really start to change our personal lives to do what our dreams are telling us to do

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Organizing the business plan

Putting the business plan into operation


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Plan Your Business From the Start!

Posted by: [admin](#) on Monday, April 21st, 2008

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